BUSM 3080 HEALTH CARE SYSTEMS AND ORGANISATION CULTURE

Credit Points 10

Legacy Code 401389

Coordinator Alex Workman (https://directory.westernsydney.edu.au/search/name/Alex Workman/)

Description This subject identifies complexities associated with health care systems and processes, equipping students with the essential business skills to deal with challenges arising throughout the process of managing health services. A key focus of the subject is in the management of resources as a strategic activity of health organisations, particularly in relation to human resources, as workforce shortages pose a significant challenge to contemporary health management practice.

School Health Sciences

Discipline Public and Health Care Administration

Student Contribution Band HECS Band 4 10cp

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Pre-requisite(s) BUSM 1037

Equivalent Subjects BUSM 3017 - Health Services Workforce Management

Assumed Knowledge

Foundation knowledge of data management and organisational governance.

Learning Outcomes

On successful completion of this subject, students should be able to:

1. Interpret the strategic planning, strategic management and decision-making processes of health organisations;
2. Critically analyse strategic and operational approaches to health planning and resource management in national and local policy planning frameworks for the health and the aged care industry;
3. Apply relevant data analytics to Health Resourcing Data in order to profile the resource and monitor and review performance indicators;
4. Assure skills in resource management, in particular human and financial resources management, including, performance management and development, education and training, workforce redesign, employee relations, workforce consultation, budgeting and financial reporting for the health and aged care industry;
5. Critically interpret the link between performance indicators, performance management, governance and strategic management at Unit/Service/Organisational levels in a variety of contexts such as financial, safety and workforce;
6. Integrate ethical decision making related to marginalised groups and cultures such as Indigenous populations, individuals with a disability and individuals with a lived experience of mental illness in health care policy and innovation areas such as workforce planning, values-based healthcare, clinical redesign and strategic management.

Subject Content

1. Health care systems and processes
2. Strategic planning for quality and performance
3. International and national policy and planning frameworks for the health workforce
4. The Australian health care workforce ? overview, trends and issues
5. Workforce planning and budgeting at organisational level
6. Developing the organisational workforce plan at strategic and operational levels
7. Data Analytics and human resource information systems
8. Productivity of the health workforce
9. Human resources issues in the health, aged and social services sectors
10. Workforce reform, innovation and strategic planning

Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task
Report	1,500 words	40	N	Individual
Report	1,000 words	25	N	Individual
Report	2,000 words	35	N	Individual

Teaching Periods

Sydney City Campus - Term 2 (2023)

Sydney City

On-site

Subject Contact Alex Workman (https://directory.westernsydney.edu.au/search/name/Alex Workman/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3080_23-SC2_SC_1#subjects)

Spring (2023)

Campbelltown

On-site

Subject Contact Paul Preobrajensky (https://directory.westernsydney.edu.au/search/name/Paul Preobrajensky/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3080_23-SPR_CA_1#subjects)

Online

Online

Subject Contact Stewart Alford (https://directory.westernsydney.edu.au/search/name/Stewart Alford/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3080_23-SPR_ON_2#subjects)

Sydney City Campus - Term 2 (2024)

Sydney City

On-site

Subject Contact Alex Workman (https://directory.westernsydney.edu.au/search/name/Alex Workman/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3080_24-SC2_SC_1#subjects)

Spring (2024)

Campbelltown

On-site

Subject Contact Paul Preobrajensky (https://directory.westernsydney.edu.au/search/name/Paul Preobrajensky/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3080_24-SPR_CA_1#subjects)

Online

Online

Subject Contact Stewart Alford (https://directory.westernsydney.edu.au/search/name/Stewart Alford/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3080_24-SPR_ON_2#subjects)